DOCUMENT RESUME

ED 154 062 UD 018 071

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TITLE Segregation Persists in Jefferson County Schools 1975-76.
INSTITUTION Kentucky State Commission on Human Rights, Frankfort.
PUB DATE Apr 76
NOTE 45p.; For related documents, see ED 063 439, ED 068 593, UD 017 377, UD 017 500, UD 018 072, and UD 018 073

EDRS PRICE MF-$0.83 HC-$2.06 Plus Postage.
DESCRIPTORS Elementary Secondary Education; Equal Education; Instructional Staff; Integration Effects; *Integration Plans; *Race Relations; Racial Balance; *Racial Composition; Racial Discrimination; Racially Balanced Schools; Racial Segregation; Racism; *School Integration; *Teacher Placement
IDENTIFIERS *Kentucky (Jefferson County)

ABSTRACT

In this report the way in which Jefferson County, Kentucky, school officials have conducted integration efforts is documented. Segregation persists in the County. Specifically, 15 of the 16 formerly black elementary schools have retained their racial identity by having black student enrollments which exceeded the desegregation plan guidelines. Thirteen formerly white elementary schools have also retained their racial identity by having black student enrollments which are below the desegregation plan guidelines. They also have below average percentages of black faculty and staff. All three high schools which were predominantly black prior to the desegregation plan have also retained their racial identity. Every formerly black school, except one, needs additional white teachers to desegregate the staff. In addition, school board election districts 1 and 2, which include all schools that were formerly black, have the highest percentages of black faculty and staff in every job category at every level with one exception. Unless immediate steps are taken to correct these inequities before another school year begins, many of the problems associated with the first year of desegregation will cause greater problems in the future. (Author/AM)

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# SEGREGATION PERSISTS IN JEFFERSON COUNTY SCHOOLS 1975-76

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SCHOOL BOARD ELECTION DISTRICTS
JEFFERSON COUNTY, KENTUCKY

CONTENTS


Map: School Board Election Districts, Jefferson County .... Inside Front Cover

Highlights ..... 2

I. Segregation Persists in Jefferson County Schools ..... 3

II. Racial Identity Persists ..... 5

III. Black Teacher Gap Still Severe at Many Schools ..... 9

IV. Ranking Shows Racial Identifiability ..... 13

V. Former City, County Schools Remain Distinct ..... 17

VI. Conclusions ..... 23

VII. Recommendations ..... 25

Appendix A (Classified Personnel in Jefferson County Schools, By District, November 1975) ..... 27

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Table A: Schools outside student enrollment guidelines set by July 1975 Desegregation Order ..... 6

Table B: Ranking of ten schools with worst black teacher gap at junior/middle and secondary levels ..... 10

Table C: Ranking of school districts by percent black employed in classified staff levels ..... 14

Table D: Location of black teachers: Showing change in percentage of black faculty members for each school, Jefferson County, 1971-1976 ..... 20


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## PREFACE

This is a report on the failure of the Jefferson County school system to sufficiently implement the Court's July 1975 desegregation plan. The analysis, by staff members of the Kentucky Commission on Human Rights, is based on statistical data supplied by the Board of Education for the years 1973 through 1976, and on data included in the previous Commission report, Louisville School System Retreats to Segregation, published in March 1972.

Student enrollment and teacher assignment data was submitted on April 22, 1976, and is current as of March 1976. Full data concerning other faculty and staff assignments as of March 1976 was not available at press time, making it necessary to use figures current as of November 1975. However, a preliminary comparison between this November data and the limited data available for March indicates no significant change in the racial composition of the various job categories.

## HIGHLIGHTS

1. Fifteen of the 16 formerly black elementary schools (student enrollment over 50 percent black) have retained their racial identity by having black student enrollments which exceed the desegregation plan guidelines. Black faculty and staff assignments in these 15 schools also reflect their former racial identity.

2. Thirteen formerly white elementary schools also have retained their racial identity by having black student enrollments which are below the desegregation plan guidelines and below-average percentages of black faculty and staff.

3. All three high schools which were predominantly black prior to the desegregation plan have retained their racial identity as well.

4. Thirty-two of the 148 schools in the county system have black student enrollments which are outside the boundaries established by the desegregation plan.

5. Every formerly black school except one (Meyzeek Junior High) needs additional white teachers in order to approximate the system--wide black/white teacher ratio.

6. All 11 of the elementary schools which in 1973 had black teacher percentages in excess of 50 percent still are above the system-wide black teacher percentage of 19 percent.

7. Twelve of the 15 elementary schools which in 1973 had no black teachers are still below the system-wide black teacher percentage of 19 percent.

8. The gap between the schools with the lowest and highest black teacher percentages is at least 29 points at all three educational levels. In every case, the school with the highest figure was predominantly black before desegregation, and the school with the lowest figure had been predominantly white.

9. School Board election districts 1 and 2, which include all schools that were formerly black, have the highest percentages of black faculty and staff in every job category at every level with only one exception.

10. Assignment of paraprofessionals, clerical workers, lunchroom workers and custodial personnel has maintained the racial identity of most schools. In many schools, such job classifications have been kept either 100 percent white or 100 percent black.

SEGREGATION PERSISTS IN JEFFERSON COUNTY SCHOOLS

Vestiges of past student and faculty segregation are apparent in Jefferson County in 1976 despite a federal court order designed to eliminate racial identities from the schools.

For example, of 16 formerly black elementary schools (student enrollment over 50 percent black) 15 retain racial identity. The same is true of 13 formerly white schools.

The 3 city high schools that were predominantly black before desegregation retain their black racial identity, outside the limits set by the court.

In addition, significantly higher concentrations of black faculty and staff remain in those schools which were previously black. Fewer black faculty and staff members are in the suburban, formerly white schools. The vestiges of segregation of pupils and staff remain at all levels--elementary, junior/middle and high school.

At the elementary level, for example, black teachers make up 29 percent of the faculty in the 16 schools that had predominantly black student bodies before desegregation. The contrast with remaining elementaries is obvious: the other 85 elementaries average 17 percent black teachers.

While most schools are closer to the system-wide ratio than before desegregation, a large gap persists as a result of the school board's teacher assignment patterns. Contrast the 8 percent black faculty at Watson Lane Elementary near the southwestern border of Jefferson County with the 56 percent black faculty at Perry Elementary, a former black school in Louisville's west end. Both range far from the 19 percent black teacher average system-wide.

The teacher assignment pattern extends into the junior/middle and high school levels. Kammerer Middle in the eastern section of the county has 5 percent black faculty, while over six times that, 34 percent black faculty, has been assigned to Parkland Junior

High in Louisville's west end. Jeffersontown High School, in the southeastern section of Jefferson County has only 3 percent black teachers. Almost twelve times that figure, 35 percent, are on the teaching staff at Shawnee High School in Louisville's far west end. These figures show the extremes from the system-wide black teacher percentages of 19 percent in junior/middle schools and 12 percent in the high schools.

The gap between the lowest and highest black teacher percentages is no less than 29 points at any of the three education levels. In every case, the school with the highest figure was predominantly black before desegregation; the school with the lowest figure had been overwhelmingly white. This continuing gap runs counter to the federal court ruling in a Mississippi case which requires that the ratio of minority group and majority group teachers in each school must be substantially the same as the ratio throughout the district /Singleton v. Jackson Municipal Separate School District, 7EPD 7819 (1969)/.

That ruling states ". . . The principals, teachers, teacher-aides and other staff who work directly with children at a school shall be so assigned that in no case will the racial composition of a staff indicate that a school is intended for Negro students or white students . . . the district shall assign the staff described above so that the ratio of Negro to white teachers in each school, and the ratio of other staff in each, are substantially the same as each such ratio is to the teachers and other staff, respectively, in the entire school system."

Comparisons among schools in school board election districts (see Appendix and Map) clearly show the racial identity of Jefferson County Schools that exists under the court order as administered by the board and school officials:

> District 1 and 2, the inner-city area, including all formerly black schools, have overall black teacher percentages of 30 and 24 respectively.

- None of the remaining five districts covering the white population sections of Louisville and suburban Jefferson County, exceeds 15 percent black teacher assignments.

- Segregation of paraprofessionals, clerical workers, lunchroom workers and custodial personnel, is maintained by policies that further serve to establish racial identity of most schools. In many schools, such job classifications have been kept either 100 percent white or 100 percent black.

The report and appendices that follow document how poorly Jefferson County school officials have done in fulfilling the opportunity to provide education in the multi-racial setting that reflects the America of today and its hope for a future in growth together. Also denied students for another year was the opportunity to benefit fully from teaching staffs that are fully desegregated and to learn in a school where support staff reflects the entire community rather than the divisions forced on segments of that community by discriminatory laws and policies of the past.

The report shows how the community has been trapped into another year in which the lesson taught in its schools was one so wisely rejected earlier by those who recognize the value of each and all in a free society, by those who know the contribution each can make to others in shaping a county, region and nation richer in spirit and integrity under laws and policies that serve each equally.

## RACIAL IDENTITY PERSISTS

Despite reassignment of students in Jefferson County, 32 out of the county's 148 schools still have black student percentages that fall outside boundaries established by the court as acceptable. That means Jefferson County school officials have illegally exempted 22 percent of the schools from full implementation of the order.

Twenty-eight of the schools are elementaries; the other four are high schools. All junior and middle schools are within court-established limits.

## TABLE A

Schools Outside Student Enrollment Guidelines Set by July, 1975, Desegregation Order.[1]

| School[2] | % Black Pupils | % Black Staff | | | | | |
|---|---|---|---|---|---|---|---|
| | | Admin. | Teachers | Para. | Clerical | Custodial | Lunchroom |
| **Elementary** (Allowable Black Student %: 12-40%) | | | | | | | |
| **District 1** | | | | | | | |
| Perry | 74 | 0 | 56 | 94 | 100 | 100 | 83 |
| Brandeis | 70 | 50 | 26 | 100 | 100 | 100 | 100 |
| Kennedy | 70 | 50 | 26 | 100 | 100 | 100 | 100 |
| Carter | 68 | 0 | 38 | 100 | 100 | 100 | 100 |
| Young | 64 | 0 | 28 | 100 | 100 | 100 | 100 |
| McFerran | 63 | 0 | 31 | 86 | 0 | 100 | 80 |
| King | 62 | 33 | 23 | 100 | 100 | 100 | 80 |
| Shawnee | 60 | 50 | 27 | 80 | 50 | 100 | 17 |
| Foster | 60 | 0 | 29 | -* | 100 | 100 | 75 |
| Parkland | 57 | 50 | 31 | 100 | 100 | 100 | 100 |
| Wheatley | 53 | 0 | 29 | 100 | 100 | 100 | 100 |
| Strother | 53 | 0 | 20 | 100 | 50 | 100 | 50 |
| Byck | 53 | 0 | 31 | 18 | 100 | 100 | 100 |
| **District 2** | | | | | | | |
| Coleridge-Taylor | 54 | 50 | 24 | 100 | 100 | 100 | 60 |
| Jones | 52 | 100 | 23 | 67 | 100 | 100 | 0 |
| **District 3** | | | | | | | |
| Bowen | 11.2 | 0 | 18 | 0 | 0 | 100 | 0 |
| Field | 11 | 100 | 14 | - | 0 | 33 | 33 |
| Zachary Taylor | 10 | 50 | 14 | 0 | 0 | 67 | 0 |
| **District 4** | | | | | | | |
| Sanders | 10 | 0 | 17 | 0 | 0 | 0 | 0 |
| Wilkerson | 10 | 0 | 9 | 0 | 0 | 33 | 0 |
| Greenwood | 9 | 50 | 14 | 0 | 0 | 0 | 0 |
| Wellington | 8 | 0 | 15 | 0 | 0 | 0 | 0 |
| **District 5** | | | | | | | |
| Trunnell | 11.4 | 0 | 13 | 0 | 0 | 0 | 0 |
| Coral Ridge | 10 | 0 | 16 | 33 | 0 | 0 | 0 |
| Auburndale | 9 | 0 | 13 | 40 | 0 | 0 | 0 |
| **District 6** | | | | | | | |
| Blake | 10.3 | 0 | 19 | 0 | 0 | 67 | 0 |
| **District 7** | | | | | | | |
| Wheeler | 11.9 | 0 | 14 | 0 | 0 | 33 | 0 |
| Hawthorne | 10 | 50 | 10 | 20 | 0 | 100 | 0 |
| **Secondary**[3] (Allowable Black Student %: 12.5-35%) | | | | | | | |
| **District 1** | | | | | | | |
| Shawnee | 55 | 17 | 35 | 67 | 80 | 91 | 40 |
| **District 2** | | | | | | | |
| Male | 43 | 17 | 27 | - | 33 | 100 | 33 |
| Central | 40 | 17 | 27 | 100 | 100 | 100 | 100 |
| **District 7** | | | | | | | |
| Atherton | | 17 | 16 | 0 | 0 | 17 | 57 |

*A (-) indicates no paraprofessional staff. [1]Based on Jefferson County Board of Education data, March 24, 1976. [2]Every school in Districts 1 and 2 shown above is a formerly racially identifiable Black school. Every formerly Black school in District 1 is included in this table as are two of the three formerly black schools in District 2. Of the 16 formerly Black city elementary schools, 15 are included in this table. [3]No junior or middle school violated the guidelines.

Table A not only shows the over-limit student population of those 32 schools but also indicates how school administration action permits heavy racial identity to continue in the teaching staff, administration, paraprofessional, clerical, food service and custodial staffs--also in violation of the clear intent of the court order.

Of the 28 over-limit elementary schools, 15 have a black student percentage that exceeds the 40 percent maximum allowed by the court; the other 13 have a black student percentage below the 12 percent minimum. Three of the four high schools are above the desegregation limit of 35 percent black: Shawnee, Central and Male; the other, Atherton, is below the 12.5 percent minimum.

All 15 elementary schools with excessive black student percentages are in districts 1 and 2. Each of these schools had black student enrollments over 50 percent before the implementation of desegregation. Every formerly black elementary school in district 1 remains overly black; two of the three in district 2 have retained black racial identity.

Put simply, of the 16 formerly black city elementary schools, 15 still have excessively black student populations.

The 13 elementaries that have black student percentages too low to reflect the system-wide ratio are all schools that were predominantly white before desegregation. In effect, the school administrators have permitted these schools, along with the 15 elementary schools with excessive black student populations, to retain the same racial identity that contributed to the condition that resulted in the court order--racial isolation. That isolation persists in 28 percent of the elementary schools in the system.

The three high schools that report an excessive concentration of black students follow the same pattern. All were previously in the city system and each had a black

student population that significantly exceeded the system-wide percentage. All are located in districts 1 and 2.

As with the elementary schools, the racial identity of these schools goes beyond unequal student distribution. Racial identity can be established by noting staff assignments:

> Of 15 elementary schools in districts 1 and 2 over the student enrollment guidelines, nine have 100 percent black paraprofessional staffs, twelve have 100 percent black clerical staffs, seven have 100 percent black lunchroom staffs; all 15 have 100 percent black custodial staffs.
>
> Of the 13 elementary schools that are below the black student enrollment guidelines, nine have 100 percent white paraprofessional staffs, six have 100 percent white custodial departments, twelve have 100 percent white lunchroom staffs; all 13 have totally white clerical staffs.

Contrasting two schools outside court authorized limits illustrates the significant difference in the way school administration actions have perpetuated racial identity of black and white schools. Carter Elementary in district 1 has a 68 percent black student body, no black administrators, a 38 percent black faculty (twice the system-wide percentage), and a 100 percent black staff of paraprofessional, clerical, custodial and food service workers. Then there is Wellington Elementary in district 4 that has a student body only 8 percent black, no black administrators, a 15 percent black teaching staff, and a 100 percent white staff of paraprofessionals, clerical, custodial and lunchroom workers. The court clearly told school administrators to eliminate such inequities and create a unitary school system. The figures indicate the degree of failure by those administrators.

## BLACK TEACHER GAP STILL SEVERE AT MANY SCHOOLS

The black teacher gap--number of black teachers above or below the syste wide average--is worst in the inner-city black schools and suburban white school (See Table B.)

Two schools, as examples, show how much administrators failed to close that gap. Parkland Junior High School in Louisville's west end should have eight additional white teachers, while eight of its black teachers should be assigned to schools short of black faculty members. One such school would be Kammerer Middle School that has less than one-third the number of black teachers it should have.

Contrasts between the black identity of Parkland and the white identity of Kammerer are further accented by the fact that all three paraprofessionals at Parkland, as well as all custodial and food service workers, are black, while 100 percent of the clerical and food service staffs at Kammerer are white.

DuValle Junior High, second-ranked of the junior/middle schools in Table B, misses the system-wide average by seven teachers because an excessive number of blacks is concentrated in that school in Louisville's west end. In addition, all paraprofessional, clerical, custodial and food service workers are black. This concentration continues even though school officials have failed to meet court intent in assigning blacks to staffs in several formerly white junior and middle schools.

Shawnee Junior High, while nearer system-wide averages than Parkland and DuValle, not only has an excess of five black certified teachers but also has a totally black paraprofessional staff.

TABLE B

Ranking of Ten Schools with Worst Black Teacher Gap*
at Junior/Middle and Secondary Levels, March 1976

Junior/Middle (County-wide: 19% Black Teachers)

| | School | Black Teachers No. | Black Teachers % | Black Teacher Gap* |
|---|---|---|---|---|
| 1. | Parkland** | 19 | 34 | -8 |
| 2. | DuValle | 16 | 33 | -7 |
| 3. | Shawnee | 15 | 27 | -5 |
| 4. | Bruce | 3 | 7 | +5 |
| 5. | Kammerer | 2 | 5 | +5 |
| 6. | Noe | 14 | 27 | -4 |
| 7. | Western | 13 | 26 | -4 |
| 8. | Lassiter | 6 | 13 | +3 |
| 9. | Frost | 5 | 10 | +3 |
| 10. | Knight | 6 | 13 | +3 |

Secondary (County-wide: 12% Black Teachers)

| | School | Black Teachers No. | Black Teachers % | Black Teacher Gap* |
|---|---|---|---|---|
| 1. | Shawnee | 17 | 35.4 | -11 |
| 2. | Ahrens | 20 | 25.3 | -11 |
| 3. | Central | 18 | 24.9 | -10 |
| 4. | Jeffersontown | 3 | 2.7 | +10 |
| 5. | Male | 15 | 26.8 | - 8 |
| 6. | Manual | 18 | 19.4 | - 7 |
| 7. | Moore | 8 | 6.8 | + 6 |
| 8. | Fern Creek | 7 | 6.9 | + 5 |
| 9. | Pleasure Ridge Park | 7 | 6.8 | + 5 |
| 10. | Valley | 7 | 7.3 | + 5 |

*Change needed in number of black teachers to achieve a school-wide black teacher percentage equal to the county-wide percentage. For example, a school with a black teacher gap of (-6) needs six additional black teachers on its staff to have a black teacher percentage which matches that of the entire system, while a school with a gap of (-10) needs to transfer 10 of its black teachers in order to match this figure.

**Underlining indicates a formerly black school.

Source: Jefferson County Board of Education data, submitted for period ending March 1976.

Bruce Middle School needs to add five black teachers to its faculty, and also needs additional blacks in its clerical, custodial and food service staffs to meet provisions of the county's desegregation plan. Noe Middle School, in the inner-city, has a surplus of blacks in every department except administration and custodial.

Lassiter, Frost and Knight schools all need three additional black teachers, while Western Junior High (in Louisville's west end) has four more than the system-wide average.

The black teacher gap is even more pronounced at the secondary level. School officials have permitted the greatest gap at Shawnee where the concentration of 17 black teachers is eleven more than the system-wide average. In order for the Shawnee black-white teacher ratio to meet court intent, 65 percent of the black teachers would have to be shifted to suburban schools well below the system-wide average. The pattern, again, is obvious at Shawnee: in student and all-job categories, except administrative, the west-end school exceeds the intent and the actual guidelines of the desegregation order.

Ahrens, which is also 11 black teachers above the system-wide average, and Central, which is 10 above the average, are both in Louisville's downtown area and follow close behind Shawnee in concentration of black teachers and staff. In addition, all the paraprofessional, clerical and custodial workers at Central are black, as is 91 percent of the food service staff. In contrast, 10 percent of the system-wide food service staff is black. Staff assignments clearly reflect the vestiges of Central's status as a former black school in the center city portion of the former Louisville district.

Jeffersontown High School, on the other hand, is 10 black teachers below the number it should have. It also has totally white clerical and food service staffs and a student population that is 18 percent black.

Male High, another formerly black school near downtown Louisville, retains its racial identity with a black teacher surplus of eight, a 43 percent black student population and an all-black custodial staff.

Manual High School, which had a student body with racial composition sufficient to exempt it from student transportation aspects of the desegregation plan, has the sixth worst black teacher gap among secondary schools. Its 18 black teachers is seven more than the system-wide average.

Moore High School, in addition to needing six additional black teachers, also needs blacks on its all-white clerical, paraprofessional, food service and custodial staffs.

Valley, Pleasure Ridge Park, and Fern Creek High Schools all need five additional black certified teachers, and each is short of black personnel in almost every job category.

The schools included in Table B, while only the worst examples of unequal black teacher assignments, reflect the pattern that permeates the entire Jefferson County school system. Despite the desegregation order, schools continue to retain their racial identity because of racially segregated staffs, maintained in direct violation of the Singleton ruling. This pattern cannot be reversed until school administrators accept the responsibility and shift more blacks into formerly white county schools and more whites into formerly black schools in compliance with the county's desegregation plan.

## RANKING SHOWS RACIAL IDENTITY AT ALL STAFF LEVELS

Districts 1 and 2 in Louisville's west end rank one and two in the concentration of black staff assignments in all but three categories. (See Table C.) In only one category (administrative staff at the junior/middle level) does a district other than 1 or 2 show the greatest concentration of blacks.

In staffing, the certified teacher category is perhaps the most important, though certainly not the only important one. At all three levels, the percentage of black teachers in districts 1 and 2 exceeds the system-wide percentage, while the remaining five districts have percentages that fall below the system-wide figure. This difference is greatest at the secondary level where black teacher percentages for districts 1 and 2 are 35 percent and 24 percent respectively, while none of the other five districts shows figures greater than 11 percent. The system-wide figure is 12 percent.

Racial concentrations of paraprofessionals show the same pattern, with the greatest gap in the high schools. At this level, 75 percent of the paraprofessionals in district 2, and 67 percent of those in district 1, are black, while four of the remaining five districts have no black paraprofessionals. The exception is district 6, which matches the system-wide average of 7 percent.

Five of the six black paraprofessionals in the system's high school level are assigned to schools in districts 1 and 2. In contrast, only two of the 75 white paraprofessionals are assigned to an inner-city school.

Clerical staffs also are more segregated than the teaching staffs in each district. For example, 30 of the 34 black clerical workers in the elementary schools work in districts 1 and 2. That is 88 percent of the total. Three of the other districts have no black clerical workers in their elementary schools.

TABLE C

Ranking of School Districts by Per cent Black Employed in Classified Staff Levels

ADMINISTRATIVE STAFF

| Elementary 15% Black* | | Junior and Middle 27% Black | | Secondary 12% Black | |
|---|---|---|---|---|---|
| District | % Black | District | % Black | District | % Black |
| 2 | 23 | 5 | 36 | 1 | 17 |
| 1 | 20 | 6 | 33 | 2 | 14 |
| 3 | 18 | 3 | 33 | 5 | 14 |
| 5 | 17 | 2 | 29 | 7 | 14 |
| 7 | 13 | 1 | 28 | 6 | 11 |
| 6 | 12 | 4 | 11 | 3 | 9 |
| 4 | 7 | 7 | 0 | 4 | 8 |

CERTIFIED TEACHERS

| 19% Black | | 19% Black | | 12% Black | |
|---|---|---|---|---|---|
| District | % Black | District | % Black | District | % Black |
| 1 | 29 | 1 | 30 | 1 | 35 |
| 2 | 25 | 2 | 21 | 2 | 24 |
| 5 | 17 | 5 | 16 | 5 | 11 |
| 6 | 16 | 4 | 15 | 6 | 11 |
| 7 | 16 | 7 | 14 | 3 | 9 |
| 3 | 15 | 3 | 12 | 4 | 9 |
| 4 | 14 | 6 | 12 | 7 | 7 |

PARAPROFESSIONALS

| 40% Black | | 70% Black | | 7% Black | |
|---|---|---|---|---|---|
| District | % Black | District | % Black | District | % Black |
| 1 | 80 | 2 | 90 | 2 | 75 |
| 2 | 58 | 1 | 87 | 1 | 67 |
| 5 | 32 | 6 | 67 | 6 | 7 |
| 6 | 24 | 5 | 60 | 3 | 0 |
| 4 | 7 | 3 | 40 | 4 | 0 |
| 7 | 6 | 4 | 33 | 5 | 0 |
| 3 | 0 | 7 | 0 | 7 | 0 |

CLERICAL STAFF

| 16% Black | | 26% Black | | 7% Black | |
|---|---|---|---|---|---|
| District | % Black | District | % Black | District | % Black |
| 1 | 73 | 1 | 56 | 1 | 80 |
| 2 | 32 | 2 | 50 | 2 | 40 |
| 5 | 6 | 6 | 19 | 4 | 3 |
| 6 | 5 | 5 | 15 | 5 | 3 |
| 3 | 0 | 4 | 11 | 3 | 0 |
| 4 | 0 | 3 | 0 | 6 | 0 |
| 7 | 0 | 7 | 0 | 7 | 0 |

*System-wide Black Per cent

TABLE C - Continued

FOOD SERVICE

| Elementary 20% Black | | Junior and Middle 22% Black | | Secondary 10% Black | |
|---|---|---|---|---|---|
| District | % Black | District | % Black | District | % Black |
| 1 | 75 | 2 | 48 | 2 | 53 |
| 2 | 36 | 1 | 43 | 1 | 40 |
| 6 | 13 | 6 | 18 | 7 | 5 |
| 4 | 18 | 5 | 9 | 3 | 4 |
| 5 | 5 | 3 | 5 | 4 | 2 |
| 7 | 5 | 4 | 0 | 5 | 2 |
| 3 | 1 | 7 | 0 | 6 | 2 |

CUSTODIAL STAFF

| 47% Black | | 57% Black | | 44% Black | |
|---|---|---|---|---|---|
| District | % Black | District | % Black | District | % Black |
| 1 | 96 | 1 | 93 | 1 | 91 |
| 3 | 73 | 3 | 75 | 2 | 91 |
| 2 | 65 | 2 | 61 | 3 | 66 |
| 7 | 44 | 6 | 60 | 7 | 39 |
| 6 | 27 | 7 | 44 | 6 | 31 |
| 4 | 16 | 5 | 24 | 4 | 17 |
| 5 | 9 | 4 | 7 | 5 | 17 |

*System-wide Black percent

Source: Jefferson County Board of Education data, submitted for period ending November 1975. Certified teacher data current as of March 1976.

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The segregated pattern continues at the junior/middle and secondary levels. Thirteen of the 15 black clerical workers in secondary schools (87 percent) are in districts 1 and 2, while the clerical staffs in every high school in districts 3, 6 and 7 remain totally white. The situation at the junior/middle level is little better, with 17 of 23 black clerical employes (74 percent) concentrated in districts 1 and 2.

In contrast, districts 3 and 7, in the eastern section of the county, have no black clerical employes in any school at any level.

The segregation pattern persists throughout the food service and custodial staffs at every level. In the elementary schools, where blacks comprise

20 percent of the food service employes, both districts 1 and 2 exceed this system-wide figure with 75 percent and 36 percent respectively; the other five districts range from only 1 percent to 18 percent black.

At the junior/middle level, blacks in districts 1 and 2 are again over-represented among food service employes--43 percent and 48 percent respectively--while blacks in districts 3 through 7 are in the extreme minority. In two districts, 4 and 7, there are no black food workers.

While only 10 percent of all food service employes in secondary schools are black, districts 1 and 2 show high black percentages of 40 and 53, which contrasts with the low number of blacks in similar jobs in the other districts. None of the other five districts exceeds 5 percent food service employes.

In every school level, districts 1 and 2, which together contain only about one-quarter of the schools in the county, have at least two-thirds of the black food service workers.

Custodial staffs throughout Jefferson County schools are slightly less segregated than other employe classifications, but there is a great amount of inequitable distribution. While district 1 still has the highest concentration of blacks at every level, district 2 falls to third place in the elementary and junior/middle schools, with district 3 moving into second spot.

The gaps between the districts with the highest and lowest concentration of black custodial workers are still extremely wide:

- At the elementary level, 96 percent of the custodial staff in district 1 is black, compared to a low of 9 percent in district 5. That is a range of 87 percentage points.
- At the junior/middle level, 93 percent of the custodial staff in district 1 is black, compared to 7 percent in district 4. That is a range of 86 percentage points.

- At the high school level, 91 percent of the custodial staffs in both districts 1 and 2 are black, compared to 17 percent in the low districts, 4 and 5.

Of all employe classifications discussed in this report (administrators, certified teachers, paraprofessionals, clerical workers, food service workers and custodial workers), the category with the highest system-wide percentage of black employes is custodial, with 48 percent. Paraprofessionals follow with 37 percent, food service 17 percent, teaching 16 percent, administrative 16 percent, and clerical 14 percent.

## FORMER CITY, COUNTY SCHOOLS REMAIN DISTINCT

A significant amount of teacher redistribution has occurred throughout Jefferson County in the last year (See Table D), but that redistribution has softened rather than eliminated the vestiges of the dual systems that existed in the city and county.

The result of student and teacher assignments has been to keep a disproportionate number of black students and teachers within the old city system as if treating the two systems differently.

- The 11 elementary schools with the greatest number of black students are former city schools.
- Of the 25 elementary schools with the greatest number of black students, 19 were city schools.
- Of the 25 elementary schools with the fewest number of black students, only five were city schools.
- Of 60 elementary schools with black teacher staff below the system-wide average of 19, only 4 are former city schools. The remaining 56 were county schools.
- Of the 27 elementary schools with black teaching staffs above 21 percent, 23 were city schools and only four were county schools.

It remains apparent that those schools with the highest concentration of black students and staff in the past continue to be the schools with the highest concentrations of black teachers.

For example, in 1973, 11 elementary schools had black teacher percentages that exceeded 50 percent. Although all of these schools have experienced a drop, each continues to report black teacher percentages more than the present 19 percent system-wide figure. All show percentages of 20 or above; four report over 30 percent; and one, Perry Elementary, has a teaching staff that is 56 percent black.

Comparison of teacher assignment data from November 1975 with the most recent figures from March 1976 shows that segregation in heavily black schools is continuing to get worse rather than better. In November, the 10 elementary schools with the highest black teacher percentages had a total of 205 white teachers and 93 blacks. In spite of the need for more white teachers in these schools, the March 1976 data shows that they now have 3 fewer white teachers, while having added 3 black teachers.

This black teacher concentration in black schools contrasts with the 15 elementary schools that in 1973 had no black certified teachers. According to the 1976 data, none of the schools that were in this category have achieved the 19 percent system-wide figure; all fifteen have teaching staffs that range from only 12 percent to 17 percent black. Obviously, school officials have permitted a great deal of difference between those schools that were previously identifiably black and those that were predominantly, if not totally, white.

A real difference also remains between the black teacher percentages in the former city junior and middle schools and those in the former county system.

Of the 11 former city schools at this level, only Southern, Barret, Highland and Meyzeek Junior Highs report black teacher percentages below the 19 percent system-wide figure. One, Iroquois, equals the system-wide average, while the other six report teacher assignments ranging from 26 percent to 34 percent black. On the other hand, only one of the 11 former county junior and middle schools, Williams, reports a black teacher percentage that exceeds the system-wide average (23 percent). The rest range from a low of 5 percent to a high of only 15 percent, four percentage points below the system-wide figure.

Teacher assignments in the county's high schools complete the pattern. Every former city high school presently has black teacher staffs that exceed the 12 percent system-wide figure, while among the former county high schools, only Thomas Jefferson (15 percent) has a concentration of black teachers that is not below the recommended 12 percent mark. At Jeffersontown High School, a formerly white school, only 3 out of 112, or 3 percent of the instructors are black.

What this means is that, although the gap has been narrowed somewhat, black teachers continue to be in the relative minority in those schools where this has always been the case, while being overrepresented in those schools where they were assigned in excess numbers in the past. There is still a very recognizable division in the newly-merged school system that perpetuates the concept of black and white schools despite the provisions of the court order that sought to eliminate such basic differences.

TABLE D

Location of Black Teachers: Showing Change in Percentage of Black Faculty Members for Each School, Jefferson County, 1971-76

| Schools | % of Black Faculty Members '71* | '73 | Mar. '76 |
|---|---|---|---|
| **Former City Elementary** | | | |
| Atkinson | 13 | 33 | 26 |
| Belknap | 18 | 23 | 12 |
| Bloom | 12 | 23 | 24 |
| Brandeis | 76 | 54 | 26 |
| Breckinridge | 12 | 37 | 26 |
| Byck | 57 | 50 | 31 |
| Carter | 72 | 56 | 38 |
| Cochran | 11 | 33 | 25 |
| Coleridge-Taylor | 53 | 48 | 24 |
| Englehard | 23 | 35 | 24 |
| Field | 24 | 36 | 14 |
| Foster | 76 | 61 | 29 |
| Franklin | 20 | 36 | 20 |
| Frayser | 4 | 30 | 24 |
| Hazelwood | 3 | 36 | 19 |
| Jacob | 10 | 21 | 24 |
| Jones | 36 | 57 | 23 |
| Kennedy | 81 | 64 | 26 |
| King | 54 | 40 | 23 |
| Lincoln | 8 | 33 | 28 |
| Lowell | 8 | 24 | 20 |
| McFerran | 44 | 59 | 31 |
| Parkland | 61 | 56 | 31 |
| Perry | 68 | 55 | 56 |
| Portland | 30 | 41 | 33 |
| Roosevelt | 15 | 35 | 19 |
| Rutherford | 8 | 22 | 14 |
| Semple | 13 | 21 | 21 |
| Shawnee | 54 | 47 | 27 |
| Shelby | 12 | 37 | 16 |
| Strother | 43 | 44 | 20 |
| Wheatley | 43 | 50 | 29 |
| Young | 59 | 56 | 28 |

| Schools | % of Black Faculty Members '71 | '73 | Mar. '76 |
|---|---|---|---|
| **Former City Junior & Middle** | | | |
| Barret | 12 | 19 | 18 |
| DuValle | 69 | 56 | 33 |
| Highland | 13 | 21 | 14 |
| Iroquois (formerly Gottschalk) | 6 | 38 | 19 |
| Meyzeek | 80 | 61 | 17 |
| Noe (formerly Manly) | 30 | NA | 27 |
| Parkland | 53 | 46 | 34 |
| Shawnee | 47 | 49 | 27 |
| Southern | 4 | 23 | 17 |
| Western | 22 | 40 | 26 |
| Woerner | 15 | 46 | 26 |
| **Former City Secondary** | | | |
| Ahrens | 12 | NA | 20 |
| Atherton | 6 | 26 | 16 |
| Central | 68 | 56 | 27 |
| Iroquois | 4 | 23 | 18 |
| Manual | 15 | 33 | 19 |
| Male | 29 | 41 | 27 |
| Shawnee | 40 | 58 | 35 |

| | '73 | Mar. '76 |
|---|---|---|
| **Former County Elementary** | | |
| Auburndale | 0 | 13 |
| Audubon | 4 | 35 |
| Bashford Manor | 9 | 11 |
| Bates | 7 | 12 |
| Blake | 7 | 19 |
| Blue Lick | 3 | 11 |
| Bowen | 3 | 18 |

TABLE D - Continued

| Schools | % of Black Faculty Members '73 | Mar. '76 |
|---|---|---|
| **Former County Elementary** | | |
| Camp Taylor | 4 | 16 |
| Cane Run | 11 | 17 |
| Chenoweth | 0 | 16 |
| Cochrane | 1 | 20 |
| Coral Ridge | 6 | 16 |
| Crums Lane | 4 | 14 |
| Dixie | 5 | 21 |
| Dunn | 7 | 13 |
| Eisenhower | 4 | 13 |
| Fairdale | 4 | 20 |
| Fern Creek | 3 | 18 |
| Filson | 0 | 12 |
| Gilmore Lane | 0 | 17 |
| Goldsmith | 0 | 13 |
| Greathouse | 5 | 14 |
| Greenwood | 0 | 14 |
| Gutermuth | 4 | 11 |
| Hartstern | NA | 16 |
| Hawthorne | 7 | 10 |
| Hite | 7 | 13 |
| Indian Trail | NA | 17 |
| Jeffersontown | 4 | 23 |
| Johnsontown Road | 4 | 14 |
| Alex Kennedy | 3 | 20 |
| Kenwood | 0 | 12 |
| Kerrick | 0 | 12 |
| Klondike Lane | 0 | 17 |
| Laukhuf | ** | 18 |
| Layne | 0 | 15 |
| Lowe | 5 | 14 |
| Luhr | 8 | 18 |
| Medora | 4 | 13 |
| Middletown | 6 | 13 |
| Mill Creek | 4 | 15 |
| Minors Lane | 4 | 19 |

| Schools | % of Black Faculty Members '73 | Mar. '76 |
|---|---|---|
| **Former County Elementary** | | |
| Norton | 0 | 17 |
| Okolona | 3 | 17 |
| Prestonia | 4 | 17 |
| Price | 21 | 18 |
| Rangeland | 4 | 8 |
| St. Matthews | 0 | 16 |
| Sanders | NA | 17 |
| Schaffner | 5 | 15 |
| Shacklette | 3 | 16 |
| Shryock | 5 | 9 |
| Slaughter | 7 | 13 |
| Smyrna | 3 | 9 |
| South Park | 4 | 21 |
| Stivers | 0 | 13 |
| Stonestreet | 4 | 11 |
| Zachary Taylor | 0 | 14 |
| Trunnell | 0 | 13 |
| Valley | 4 | 13 |
| Waller | 4 | 24 |
| Watson Lane | 3 | 8 |
| Watterson | 7 | 20 |
| Wellington | 4 | 15 |
| Wheeler | 3 | 14 |
| Wilder | 4 | 16 |
| Wilkerson | 4 | 9 |
| Wilt | 6 | 26 |
| **Former County Junior & Middle** | | |
| Bruce | 3 | 7 |
| Carrithers | 5 | 13 |
| Conway | 3 | 14 |
| Crosby | ** | 14 |
| Frost | 3 | 10 |

TABLE D - Continued

| Schools | % of Black Faculty Members '73 | Mar. '76 |
|---|---|---|
| **Former County Junior & Middle** | | |
| Kammerer | 3 | 5 |
| Knight | 3 | 13 |
| Lassiter | 6 | 13 |
| Myers | 8 | 15 |
| Newburg | ** | 15 |
| Williams | ** | 23 |
| **Former County Secondary** | | |
| Ballard | 5 | 8 |
| Butler | 4 | 11 |
| Doss | 3 | 9 |
| Durrett | 1 | 10 |
| Eastern | 3 | 8 |

| Schools | % of Black Faculty Members '73 | Mar. '76 |
|---|---|---|
| **Former County Secondary** | | |
| Fairdale | 1 | 10 |
| Fern Creek | 2 | 7 |
| Thomas Jefferson | 7 | 15 |
| Jeffersontown | 2 | 3 |
| Moore | 2 | 7 |
| Pleasure Ridge Park | 1 | 7 |
| Seneca | 3 | 7 |
| Southern | 4 | 8 |
| Stuart | 2 | 10 |
| Valley | 2 | 7 |
| Waggener | 2 | 10 |
| Western | 3 | 11 |
| Westport | 4 | 10 |

*Source: Louisville School System Retreats to Segregation, Kentucky Commission on Human Rights, March 1972. '71 data available only for former city schools.

**Indicates school not in existence in 1973.

## CONCLUSIONS

The facts of continued racial identity in Jefferson County schools show that the Jefferson County Board of Education has failed to fulfull its obligations under the desegregation order of July 1975 that says, in part:

> "The certificated staff who work directly with students at schools will be assigned so that the racial composition of a specific school staff does not indicate that the individual school is intended exclusively for white students or black students. Principals, assistant principals, counselors, instructional coordinators and teachers will be assigned so that the ratio of whites to blacks within these categories in an individual school is roughly equivalent to the black-white staff composition of the school system."

Despite the clarity of that section of the order, too many schools can still be easily classified as white or black simply by noting the racial makeup of the staff in each category. Add the fact that one-fifth of all schools in the system are still outside the student enrollment guidelines, and it is obvious that desegregation in Jefferson County is myth rather than reality.

If fully adhered to, the July 1975 order is adequate. It details ways Jefferson County school officials could have eliminated the racial inequities that persist among schools--and are so obvious in the findings of this report. Thus, failure to carry out the existing plan, rather than any defect in the plan itself, must be considered the cause of continued racial identity in Jefferson County's schools.

Unless immediate steps are taken to correct these inequities before another school year begins, many of the problems associated with the first year of desegregation will cause even greater problems in the future:

- Students will continue to label the school to which they are assigned as white or black, and thus negate a key purpose of the plan.

- A large number of both black and white students who are transported to schools will continue to find a disproportionately small number of faculty and staff members of their own race, a factor that reinforces any apprehensions students have about the plan.

> Severe discipline problems (evident in the abnormally high suspension rates among black students as compared with white students recently reported by some schools) will continue to exist, primarily because of a lack of sufficient numbers of black personnel at these schools with whom the black student can identify and who can in turn provide guidance and counseling with an awareness of the special problems facing the black student in a predominantly white school system.

As just one example of stark racial identity, a school such as Carter Elementary in Louisville's west end still has:

- 100 percent black clerical, custodial, paraprofessional and food service staffs.
- 38 percent black teaching staff.

Such disparity--and it exists in too many schools--does not and cannot be considered a part of a unitary school system and does not create the image that is essential to stimulate attendance and cooperation of many white students and parents of suburban Jefferson County.

Students, shifted to other schools, who find that those working with them remain segregated, will justifiably feel that they are forced to bear the greatest burden of desegregation, and that no one will gain full benefit from desegregation objectives. Segregated student bodies were only a part of a segregated past, and so desegregating students only is but a part of the necessary solution.

Since the plan to transport more than 20,000 students each day has proven reasonably successful, school officials should be able to deal with the logistic problems of moving the smaller and more flexible numbers of faculty and staff.

In its May 1972 report entitled "Southern Cities--Except Louisville--Desegregate Schools," which was an analysis of the racial segregation which then existed in the city school system, this Commission stated, "(we) can only conclude that the Louisville Board of Education has failed to take effective action to desegregate students and that the

Louisville Board of Education is following a plan for teacher assignments that is not achieving the goals clearly laid down by the federal courts and HEW." Now, almost four years later, despite merger of the former city and county systems and implementation of a county-wide desegregation plan, vestiges of this past segregated situation are still very much in evidence.

It is clear that the Jefferson County Board of Education has failed to achieve the high goals of the desegregation plan with the methods presently being utilized. Until more comprehensive steps are taken to require equitable distribution of faculty and staff, as well as students, we can be sure Jefferson County will perpetuate racial identity of its schools.

## RECOMMENDATIONS

1. The Jefferson County school system should fully implement all provisions of the July 1975 federal court order so that complete school desegregation will be achieved and maintained.

2. In implementing the school plan, the school administrators should be guided by a goal of achieving maximum student, faculty and staff desegregation, rather than accepting the court minimums as goals.

3. Assignment of black teachers, administrators, paraprofessionals, clerical workers, lunchroom workers and custodial personnel should reflect system-wide averages in every school. If, during a short transition period, slight statistical deviation in staff assignment is permitted, the higher black percentages should be in formerly white schools, the higher white percentages in formerly black schools, rather than the current pattern in which ten formerly black schools still have black teacher percentages exceeding 30 percent.

SOURCES

Commission on Human Rights, Commonwealth of Kentucky, Louisville School System Retreats to Segregation, a report documenting racial isolation of students in Louisville public schools, 1956-1971; shows failure of school system in student and faculty desegregation. (The facts in this document were "admitted" by the Board in 1972 for submission as evidence before the Federal Courts.) 36 pages. March 1972.

Commission on Human Rights, Commonwealth of Kentucky, Southern Cities--except Louisville--Desegregate Schools, a comparison of Louisville with ten major school systems in southern states, which shows that Atlanta, Georgia; Birmingham, Alabama; Charlotte, North Carolina; Columbia, South Carolina; Jackson, Mississippi; Jacksonville, Florida; Little Rock, Arkansas; Nashville, Tennessee; Pontiac, Michigan; and Richmond, Virginia, all had more pupil and teacher desegregation than Louisville prior to the entry of local suit. 12 pages. May 1972.

Jefferson County Schools, Racial Report by Homeroom and School, March 24, 1976.

Jefferson County Schools, Staff Desegregation Reports:
Administrative Staffs (November 12, 1975), 6 p.
Certified Teaching Staffs (November 5, 1975), 9 p.
Paraprofessional Staffs (November 17, 1975), 6 p.
Clerical Staffs (November 18, 1975), 7 p.
Custodial Staffs (November 18, 1975), 7 p.
Food Service Staffs (November 17, 1975), 7 p.

Jefferson County Schools, Staff Desegregation Report, Certified Teaching Staff, (April 5, 1975), 6 p.

## APPENDIX A

### Classified Personnel for Jefferson County Schools, by District, November 1975[1]

| School | Administrative Staff | | | | Certified Teachers | | | | Paraprofessionals | | | | Clericals | | | | Custodial | | | | Lunchroom | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White | Black | % Black | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap |
| **DISTRICT 1: Elementary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Atkinson | 1 | 1 | 50 | - | 31 | 11 | 26 | -3 | 3 | 3 | 50 | -1 | 2 | 0 | 0 | - | 0 | 4 | 100 | -2 | 4 | 0 | 0 | +1 |
| Brandeis[2] | 1 | 1 | 50 | - | 23 | 8 | 26 | -2 | 0 | 6 | 100 | -4 | 0 | 3 | 100 | -2 | 0 | 4 | 100 | -2 | 0 | 5 | 100 | -4 |
| Byck | 2 | 0 | 0 | - | 22 | 10 | 31 | -4 | 9 | 2 | 18 | +2 | 0 | 2 | 100 | - | 0 | 3 | 100 | -2 | 0 | 5 | 100 | -4 |
| Carter | 2 | 0 | 0 | - | 20 | 12 | 38 | -6 | 0 | 16 | 100 | -10 | 0 | 2 | 100 | - | 0 | 4 | 100 | -2 | 0 | 5 | 100 | -4 |
| Foster | 1 | 0 | 0 | - | 17 | 7 | 29 | -2 | 0 | 0 | 0 | - | 0 | 2 | 100 | - | 0 | 3 | 100 | -2 | 1 | 3 | 75 | -2 |
| J. F. Kennedy | 1 | 1 | 50 | - | 28 | 10 | 26 | -3 | 0 | 8 | 100 | -5 | 0 | 2 | 100 | - | 0 | 3 | 100 | -2 | 0 | 7 | 100 | -6 |
| King | 2 | 1 | 33 | - | 23 | 7 | 23 | -1 | 0 | 6 | 100 | -4 | 0 | 2 | 100 | - | 0 | 4 | 100 | -2 | 1 | 4 | 80 | -3 |
| McFerran | 2 | 0 | 0 | - | 24 | 11 | 31 | -4 | 1 | 6 | 86 | -3 | 2 | 0 | 0 | - | 0 | 4 | 100 | -2 | 1 | 4 | 80 | -3 |
| Parkland | 1 | 1 | 50 | - | 18 | 8 | 31 | -3 | 0 | 7 | 100 | -4 | 0 | 2 | 100 | - | 0 | 4 | 100 | -2 | 0 | 5 | 100 | -4 |
| Perry | 1 | 0 | 0 | - | 12 | 15 | 56 | -10 | 1 | 15 | - | -9 | 0 | 2 | 100 | - | 0 | 2 | 100 | -1 | 1 | 5 | 83 | -4 |
| Portland | 1 | 0 | 0 | - | 16 | 8 | 33 | -3 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 2 | 2 | 50 | -1 |
| Roosevelt | 2 | 0 | 0 | - | 25 | 6 | 19 | - | 8 | 8 | 50 | -2 | 1 | 1 | 50 | - | 0 | 4 | 100 | -2 | 3 | 2 | 40 | -1 |
| Shawnee | 1 | 1 | 50 | - | 24 | 9 | 27 | -3 | 1 | 4 | 80 | -2 | 1 | 1 | 50 | - | 0 | 4 | 100 | -2 | 5 | 1 | 17 | - |
| Strother | 1 | 0 | 0 | - | 20 | 5 | 20 | - | 0 | 6 | 100 | -4 | 1 | 1 | 50 | - | 0 | 3 | 100 | -2 | 2 | 2 | 50 | -1 |
| Wheatley | 2 | 0 | 0 | - | 29 | 8 | 29 | -3 | 0 | 3 | 100 | -2 | 0 | 2 | 100 | - | 0 | 4 | 100 | -2 | 0 | 6 | 100 | -5 |
| Young | 3 | 0 | 0 | +1 | 26 | 10 | 28 | -3 | 0 | 4 | 100 | -2 | 0 | 2 | 100 | - | 0 | 4 | 100 | -2 | 0 | 5 | 100 | -4 |
| Totals | 24 | 6 | 20 | +1 | 349 | 145 | 29 | -50 | 23 | 94 | 80 | -50 | 9 | 24 | 73 | -2 | 2 | 55 | 96 | -29 | 20 | 61 | 75 | -45 |
| **DISTRICT 1: Jr. and Middle** | | | | | | | | | | | | | | | | | | | | | | | | |
| DuValle | 2 | 2 | 50 | -1 | 33 | 16 | 33 | -7 | 0 | 3 | 100 | -1 | 0 | 4 | 100 | -3 | 0 | 7 | 100 | -3 | 0 | 6 | 100 | -5 |
| Parkland | 3 | 1 | 25 | - | 37 | 19 | 34 | -8 | 0 | 3 | 100 | -1 | 2 | 1 | 33 | - | 0 | 6 | 100 | -3 | 0 | 6 | 100 | -5 |
| Shawnee | 4 | 1 | 20 | - | 40 | 15 | 27 | -5 | 0 | 3 | 100 | -1 | 2 | 3 | 60 | -2 | 1 | 6 | 86 | -3 | 3 | 6 | 67 | -4 |
| Western | 4 | 1 | 20 | - | 43 | 15 | 26 | -4 | 2 | 4 | 67 | - | 3 | 1 | 25 | - | 1 | 7 | 87 | -2 | 21 | 0 | 0 | +5 |
| Totals | 13 | 5 | 28 | -1 | 153 | 65 | 30 | -24 | 2 | 13 | 87 | -3 | 7 | 9 | 56 | -5 | 2 | 26 | 93 | -11 | 24 | 18 | 43 | -9 |
| **DISTRICT 1: Secondary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Shawnee | 5 | 1 | 17 | - | 31 | 17 | 35 | -11 | 1 | 2 | 67 | -1 | 1 | 4 | 80 | -3 | 1 | 10 | 91 | -5 | 6 | 4 | 40 | -3 |
| Total | | | | 0 | | | | -11 | | | | -1 | | | | -3 | | | | -5 | | | | -3 |

[1]Certified teacher data current as of March 1976.

[2]Underlining indicates a formerly black school (student enrollments over 50 per cent black)

APPENDIX A (Continued)

| School | Administrative Staff | | | | Certified Teachers | | | | Paraprofessionals | | | | Clericals | | | | Custodial | | | | Lunchroom | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White | Black | % Black | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap |
| DISTRICT 2: Elementary | | | | | | | | | | | | | | | | | | | | | | | | |
| Audubon | 1 | 0 | 0 | - | 20 | 11 | 35 | -5 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 4 | 1 | 20 | - |
| Bloom | 1 | 0 | 0 | - | 13 | 4 | 24 | -1 | 1 | 0 | 0 | - | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 2 | 1 | 33 | - |
| Breckinridge | 1 | 0 | 0 | - | 29 | 10 | 26 | -3 | 5 | 13 | 72 | -6 | 2 | 0 | 0 | - | 1 | 3 | 75 | -1 | 2 | 4 | 67 | -3 |
| Cochran | 1 | 0 | 0 | - | 21 | 7 | 25 | -2 | 2 | 4 | 67 | -2 | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 4 | 1 | 20 | - |
| Coleridge-Taylor | 1 | 1 | 50 | - | 32 | 10 | 24 | -2 | 0 | 8 | 100 | -5 | 0 | 2 | 100 | - | 0 | 4 | 100 | -2 | 2 | 3 | 60 | -2 |
| Englehard | 2 | 0 | 0 | - | 25 | 8 | 24 | -2 | 13 | 6 | 32 | +2 | 1 | 1 | 50 | - | 0 | 3 | 100 | -2 | 4 | 2 | 33 | -1 |
| Franklin | 1 | 0 | 0 | - | 20 | 5 | 20 | - | 3 | 3 | 50 | -1 | 0 | 1 | 100 | - | 1 | 1 | 50 | - | 3 | 0 | 0 | +1 |
| Jones | 0 | 1 | 100 | - | 20 | 6 | 23 | -1 | 1 | 2 | 67 | -1 | 0 | 2 | 100 | - | 0 | 3 | 100 | -2 | 4 | 0 | 0 | +1 |
| Lincoln | 1 | 1 | 50 | - | 26 | 10 | 28 | -3 | 3 | 6 | 67 | -2 | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 3 | 2 | 40 | -1 |
| Shelby | 1 | 0 | 0 | - | 26 | 5 | 16 | +1 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 2 | 3 | 60 | -2 |
| Totals | 10 | 3 | 23 | 0 | 232 | 76 | 25 | -18 | 31 | 42 | 58 | -14 | 13 | 6 | 32 | 0 | 11 | 20 | 65 | -8 | 30 | 17 | 36 | -7 |
| DISTRICT 2: Jr. and Middle | | | | | | | | | | | | | | | | | | | | | | | | |
| Highland | 3 | 1 | 25 | - | 36 | 6 | 14 | +2 | 0 | 0 | 0 | - | 2 | 1 | 33 | - | 3 | 2 | 40 | +1 | 5 | 3 | 37 | -1 |
| Meyzeek | 3 | 2 | 40 | -1 | 44 | 9 | 17 | +1 | 0 | 0 | 0 | - | 2 | 2 | 50 | -1 | 0 | 8 | 100 | -3 | 3 | 6 | 67 | -4 |
| Noe | 3 | 1 | 25 | - | 38 | 14 | 27 | -4 | 1 | 6 | 86 | -1 | 2 | 3 | 60 | -2 | 2 | 3 | 60 | - | 3 | 4 | 57 | -2 |
| Woerner | 3 | 1 | 25 | - | 34 | 12 | 26 | -3 | 0 | 3 | 100 | -1 | 2 | 2 | 50 | - | 4 | 1 | 20 | +2 | 5 | 2 | 29 | - |
| Totals | 12 | 5 | 29 | -1 | 152 | 41 | 21 | -4 | 1 | 9 | 90 | -2 | 8 | 8 | 50 | -3 | 9 | 14 | 61 | 0 | 16 | 15 | 48 | -7 |
| DISTRICT 2: Secondary | | | | | | | | | | | | | | | | | | | | | | | | |
| Ahrens | 6 | 1 | 14 | - | 59 | 20 | 25 | -11 | 0 | 0 | 0 | - | 5 | 1 | 17 | - | 8 | 7 | 47 | - | 2 | 2 | 50 | -1 |
| Central | 5 | 1 | 17 | - | 49 | 18 | 27 | -10 | 0 | 2 | 100 | -1 | 0 | 6 | 100 | -5 | 0 | 11 | 100 | -6 | 1 | 10 | 91 | -9 |
| Male | 5 | 1 | 17 | - | 41 | 15 | 27 | -8 | 0 | 0 | 0 | - | 4 | 2 | 33 | -1 | 0 | 9 | 100 | -5 | 4 | 2 | 33 | -1 |
| Manual | 8 | 1 | 11 | - | 75 | 18 | 19 | -7 | 1 | 1 | 50 | - | 8 | 0 | 0 | +1 | 3 | 10 | 77 | -4 | 10 | 5 | 33 | -3 |
| Totals | 24 | 4 | 14 | 0 | 224 | 71 | 24 | -36 | 1 | 3 | 75 | -1 | 17 | 9 | 35 | -5 | 11 | 37 | 77 | -15 | 17 | 19 | 53 | -14 |

APPENDIX A (Continued)

| School | Administrative Staff | | | | Certified Teachers | | | | Paraprofessionals | | | | Clericals | | | | Custodial | | | | Lunchroom | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White | Black | % Black | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap |
| **DISTRICT 3: Elementary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Bowen | 2 | 0 | 0 | - | 23 | 5 | 18 | - | 4 | 0 | 0 | +2 | 6 | 0 | 0 | +1 | 0 | 3 | 100 | -2 | 4 | 0 | 0 | +1 |
| Chenoweth | 2 | 0 | 0 | - | 16 | 3 | 16 | +1 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 5 | 0 | 0 | +1 |
| Dunn | 2 | 0 | 0 | - | 28 | 4 | 13 | +2 | 2 | 0 | 0 | +1 | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 5 | 0 | 0 | +1 |
| Field | 0 | 1 | 100 | - | 19 | 3 | 14 | +1 | 0 | 0 | 0 | - | 1 | 0 | 0 | - | 2 | 1 | 33 | - | 2 | 1 | 33 | - |
| Greathouse | 1 | 0 | 0 | - | 18 | 3 | 14 | +1 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 5 | 0 | 0 | +1 |
| Hite | 2 | 0 | 0 | - | 28 | 4 | 13 | +2 | 5 | 0 | 0 | +2 | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 6 | 0 | 0 | +1 |
| Alex Kennedy | 2 | 0 | 0 | - | 24 | 6 | 20 | - | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 6 | 0 | 0 | +1 |
| Lowe | 2 | 0 | 0 | - | 25 | 4 | 14 | +1 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 5 | 0 | 0 | +1 |
| Middletown | 1 | 1 | 50 | - | 28 | 4 | 13 | +2 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 5 | 0 | 0 | +1 |
| Norton | 2 | 0 | 0 | - | 29 | 6 | 17 | +1 | 4 | 0 | 0 | +2 | 3 | 0 | 0 | +1 | 1 | 2 | 67 | -1 | 7 | 0 | 0 | +1 |
| St. Matthews | 2 | 0 | 0 | - | 21 | 4 | 16 | +1 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 4 | 0 | 0 | +1 |
| Shryock | 1 | 1 | 50 | - | 20 | 2 | 9 | +2 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 5 | 0 | 0 | +1 |
| Stivers | 2 | 0 | 0 | - | 14 | 2 | 13 | +1 | 1 | 0 | 0 | - | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 4 | 0 | 0 | +1 |
| Zachary Taylor | 1 | 1 | 50 | - | 24 | 4 | 14 | +2 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 6 | 0 | 0 | +1 |
| Wilder | 1 | 1 | 50 | - | 21 | 4 | 16 | +1 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 5 | 0 | 0 | +1 |
| Totals | 23 | 5 | 18 | 0 | 339 | 58 | 15 | +19 | 28 | 0 | 0 | +11 | 34 | 0 | 0 | +2 | 12 | 33 | 73 | -18 | 74 | 1 | 1 | +14 |
| **DISTRICT 3: Jr. and Middle** | | | | | | | | | | | | | | | | | | | | | | | | |
| Eastern | | | | | Included in Senior High data | | | | | | | | | | | | | | | | | | | |
| Barret | 2 | 1 | 33 | - | 28 | 6 | 18 | - | 0 | 1 | 100 | - | 3 | 0 | 0 | +1 | 2 | 4 | 67 | -1 | 3 | 1 | 25 | - |
| Crosby | 2 | 1 | 33 | - | 30 | 5 | 14 | +2 | 2 | 0 | 0 | +1 | 3 | 0 | 0 | +1 | 2 | 3 | 60 | - | 7 | 0 | 0 | +2 |
| Kammerer | 2 | 1 | 33 | - | 35 | 2 | 5 | +5 | 1 | 1 | 50 | - | 5 | 0 | 0 | +1 | 0 | 5 | 100 | -2 | 8 | 0 | 0 | +2 |
| Waggener | - | - | - | - | Included in Senior High data | | | | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Totals | 6 | 3 | 33 | 0 | 93 | 13 | 12 | +7 | 3 | 2 | 40 | +1 | 11 | 0 | 0 | +3 | 4 | 12 | 75 | -3 | 18 | 1 | 5 | +4 |
| **DISTRICT 3: Secondary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Ballard | 8 | 1 | 11 | - | 89 | 8 | 8 | +4 | 4 | 0 | 0 | +1 | 10 | 0 | 0 | +1 | 0 | 11 | 100 | -6 | 8 | 0 | 0 | +1 |
| Eastern | 7 | 0 | 0 | +1 | 68 | 6 | 8 | +3 | 4 | 0 | 0 | +1 | 6 | 0 | 0 | +1 | 5 | 7 | 58 | -2 | 10 | 2 | 17 | -1 |
| Waggener | 8 | 1 | 11 | - | 87 | 10 | 10 | +2 | 5 | 0 | 0 | +1 | 10 | 0 | 0 | +1 | 5 | 5 | 50 | -1 | 14 | 0 | 0 | +1 |
| Westport | 7 | 1 | 12 | - | 91 | 10 | 10 | +2 | 4 | 0 | 0 | +1 | 9 | 0 | 0 | +1 | 5 | 6 | 55 | -1 | 12 | 0 | 0 | +1 |
| Totals | 30 | 3 | 9 | +1 | 335 | 34 | 9 | +11 | 17 | 0 | 0 | +4 | 35 | 0 | 0 | +4 | 15 | 29 | 66 | -10 | 44 | 2 | 4 | +3 |

APPENDIX A (Continued

| School | Administrative Staff | | | | Certified Teachers | | | | Paraprofessionals | | | | Clerical | | | | Custodial | | | | Lunchroom | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White | Black | % Black | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap |
| **DISTRICT 4: Elementary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Cane Run | 2 | 0 | 0 | - | 19 | 4 | 17 | - | 4 | 1 | 20 | +1 | 2 | 0 | 0 | - | 2 | 2 | 50 | - | 7 | 0 | 0 | +1 |
| Crums Lane | 2 | 0 | 0 | - | 19 | 3 | 14 | +1 | 6 | 1 | 14 | +2 | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 5 | 0 | 0 | +1 |
| Dixie | 1 | 1 | 50 | - | 23 | 6 | 21 | - | 2 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Eisenhower | 2 | 0 | 0 | - | 27 | 4 | 13 | +2 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 1 | 17 | - |
| Greenwood | 1 | 1 | 50 | - | 24 | 4 | 14 | +1 | 2 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Gutermuth | 2 | 0 | 0 | - | 24 | 3 | 11 | +2 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 6 | 0 | 0 | +1 |
| Johnsontown Road | 2 | 0 | 0 | - | 24 | 4 | 14 | +1 | 8 | 1 | 11 | +3 | 2 | 0 | 0 | - | 1 | 0 | 0 | - | 6 | 0 | 0 | +1 |
| Kerrick | 2 | 0 | 0 | - | 22 | 3 | 12 | +2 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 3 | 0 | 0 | +1 |
| Mill Creek | 2 | 0 | 0 | - | 29 | 5 | 15 | +1 | 5 | 0 | 0 | +2 | 3 | 0 | 0 | +1 | 1 | 2 | 67 | -1 | 7 | 0 | 0 | +1 |
| Sanders | 2 | 0 | 0 | - | 25 | 5 | 17 | +1 | 5 | 0 | 0 | +2 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Schaffner | 2 | 0 | 0 | - | 23 | 4 | 15 | +1 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 0 | 6 | 100 | -5 |
| Shacklette | 2 | 0 | 0 | - | 21 | 4 | 16 | +1 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Watson Lane | 2 | 0 | 0 | - | 33 | 3 | 8 | +4 | 5 | 1 | 17 | +1 | 2 | 0 | 0 | - | 3 | 1 | 25 | +1 | 7 | 0 | 0 | +1 |
| Wellington | 2 | 0 | 0 | - | 23 | 4 | 15 | +1 | 2 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 6 | 0 | 0 | +1 |
| Wilkerson | 2 | 0 | 0 | - | 20 | 2 | 9 | +2 | 5 | 0 | 0 | +2 | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 5 | 0 | 0 | +1 |
| Totals | 28 | 2 | 7 | 0 | 356 | 58 | 14 | +20 | 53 | 4 | 7 | +19 | 31 | 0 | 0 | +1 | 38 | 7 | 16 | +9 | 81 | 7 | 8 | +8 |
| **DISTRICT 4: Jr. and Middle** | | | | | | | | | | | | | | | | | | | | | | | | |
| Conway | 3 | 0 | 0 | +1 | 32 | 5 | 14 | +2 | 1 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +3 | 10 | 0 | 0 | +2 |
| Frost | 3 | 0 | 0 | +1 | 28 | 3 | 10 | +3 | 0 | 0 | 0 | - | 1 | 1 | 50 | - | 6 | 0 | 0 | +3 | 6 | 0 | 0 | +1 |
| Pleasure Ridge Park | | | | | included in Senior High data | | | | | | | | | | | | | | | | | | | |
| Williams | 2 | 1 | 33 | - | 20 | 6 | 23 | -1 | 1 | 1 | 50 | - | 4 | 0 | 0 | +1 | 3 | 1 | 25 | +1 | 6 | 0 | 0 | +1 |
| Totals | 8 | 1 | 11 | +2 | 80 | 14 | 15 | +4 | 2 | 1 | 33 | 0 | 8 | 1 | 11 | +2 | 14 | 1 | 7 | +7 | 22 | 0 | 0 | +4 |
| **DISTRICT 4: Secondary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Butler | 8 | 1 | 11 | - | 94 | 12 | 11 | +1 | 0 | 0 | 0 | - | 9 | 0 | 0 | +1 | 8 | 3 | 27 | +2 | 16 | 1 | 6 | +1 |
| Pleasure Ridge Park | 9 | 1 | 10 | - | 96 | 7 | 7 | +5 | 4 | 0 | 0 | +1 | 11 | 0 | 0 | +1 | 11 | 1 | 8 | +4 | 8 | 0 | 0 | +1 |
| Valley | 8 | 0 | 0 | +1 | 89 | 7 | 7 | +5 | 5 | 0 | 0 | +1 | 9 | 1 | 10 | - | 10 | 2 | 17 | +3 | 6 | 0 | 0 | +1 |
| Western | 8 | 1 | 11 | - | 88 | 11 | 11 | +1 | 6 | 0 | 0 | +1 | 10 | 0 | 0 | +1 | 10 | 2 | 17 | +3 | 12 | 0 | 0 | +1 |
| Totals | 33 | 3 | 8 | +1 | 367 | 37 | 9 | +12 | 15 | 0 | 0 | +3 | 39 | 1 | 3 | +3 | 39 | 8 | 17 | +12 | 42 | 1 | 2 | +4 |

APPENDIX A (Continued)

| School | Administrative Staff | | | | Certified Teachers | | | | Paraprofessionals | | | | Clericals | | | | Custodial | | | | Lunchroom | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White | Black | % Black | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap |
| **DISTRICT 5: Elementary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Auburndale | 2 | 0 | 0 | - | 26 | 4 | 13 | +2 | 3 | 2 | 40 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Coral Ridge | 2 | 0 | 0 | - | 21 | 4 | 16 | +1 | 2 | 1 | 33 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Fairdale | 2 | 0 | 0 | - | 20 | 5 | 20 | - | 7 | 3 | 30 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Frayser | 1 | 0 | 0 | - | 22 | 7 | 24 | -1 | 0 | 3 | 100 | -2 | 1 | 1 | 50 | - | 2 | 2 | 50 | - | 1 | 0 | 0 | - |
| Hazelwood | 1 | 0 | 0 | - | 34 | 8 | 19 | - | 0 | 2 | 100 | -1 | 2 | 0 | 0 | - | 3 | 2 | 40 | - | 7 | 1 | 12 | +1 |
| Jacob | 0 | 1 | 100 | - | 22 | 7 | 24 | -1 | 3 | 1 | 25 | +1 | 1 | 1 | 50 | - | 3 | 0 | 0 | +1 | 3 | 1 | 25 | - |
| Kenwood | 1 | 1 | 50 | - | 22 | 3 | 12 | +2 | 1 | 0 | 0 | - | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 5 | 0 | 0 | +1 |
| Layne | 2 | 0 | 0 | - | 22 | 4 | 15 | +1 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Medora | 1 | 1 | 50 | - | 27 | 4 | 13 | +2 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 6 | 0 | 0 | +1 |
| Rutherford | 2 | 0 | 0 | - | 30 | 5 | 14 | +2 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 4 | 0 | 0 | +2 | 4 | 1 | 20 | - |
| Semple | 2 | 0 | 0 | - | 22 | 6 | 21 | -1 | 0 | 1 | 100 | - | 2 | 0 | 0 | - | 4 | 0 | 0 | +2 | 3 | 1 | 25 | - |
| South Park | 2 | 0 | 0 | - | 23 | 6 | 21 | - | 9 | 2 | 18 | +2 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Stonestreet | 2 | 0 | 0 | - | 24 | 3 | 11 | +2 | 2 | 3 | 60 | -1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Trunnell | 2 | 0 | 0 | - | 27 | 4 | 13 | +2 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 8 | 0 | 0 | +2 |
| Valley | 1 | 1 | 50 | - | 26 | 4 | 13 | +2 | 5 | 3 | 37 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 6 | 0 | 0 | +1 |
| Waller | 1 | 1 | 50 | - | 19 | 6 | 24 | -1 | 4 | 0 | 0 | +2 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Totals | 24 | 5 | 17 | 0 | 387 | 80 | 17 | +12 | 45 | 21 | 32 | +5 | 30 | 2 | 6 | 0 | 48 | 5 | 9 | +15 | 82 | 4 | 5 | +13 |
| **DISTRICT 5: Jr. and Middle** | | | | | | | | | | | | | | | | | | | | | | | | |
| Fairdale | | | | | Included in Senior High Data | | | | | | | | | | | | | | | | | | | |
| Iroquois | 2 | 1 | 33 | - | 29 | 7 | 19 | - | 1 | 0 | 0 | - | 2 | 2 | 50 | -1 | 4 | 1 | 20 | +2 | 5 | 1 | 17 | - |
| Lassiter | 2 | 1 | 33 | - | 42 | 6 | 13 | +3 | 1 | 3 | 75 | - | 5 | 0 | 0 | +1 | 5 | 0 | 0 | +3 | 8 | 0 | 0 | +2 |
| Southern | 3 | 2 | 40 | -1 | 49 | 10 | 17 | +1 | 0 | 0 | 0 | - | 4 | 0 | 0 | +1 | 4 | 3 | 43 | +1 | 7 | 1 | 12 | +1 |
| Totals | 7 | 4 | 36 | -1 | 120 | 23 | 16 | +4 | 2 | 3 | 60 | 0 | 11 | 2 | 15 | +1 | 13 | 4 | 24 | +6 | 20 | 2 | 9 | +3 |
| **DISTRICT 5: Secondary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Doss | 8 | 1 | 11 | - | 86 | 9 | 9 | +2 | 4 | 0 | 0 | +1 | 9 | 0 | 0 | +1 | 8 | 3 | 27 | +2 | 15 | 0 | 0 | +1 |
| Fairdale | 9 | 1 | 10 | - | 100 | 11 | 10 | +2 | 5 | 0 | 0 | +1 | 11 | 0 | 0 | +1 | 10 | 1 | 9 | +4 | 21 | 0 | 0 | +2 |
| Iroquois | 4 | 2 | 33 | -1 | 56 | 12 | 18 | -4 | 1 | 0 | 0 | - | 6 | 1 | 14 | - | 7 | 1 | 13 | +3 | 5 | 1 | 17 | - |
| Stuart | 9 | 1 | 10 | - | 91 | 10 | 10 | +2 | 5 | 0 | 0 | +1 | 10 | 0 | 0 | +1 | 9 | 2 | 18 | +3 | 12 | 0 | 0 | +1 |
| Total | 30 | 5 | 14 | -1 | 333 | 42 | 11 | +2 | 15 | 0 | 0 | +3 | 36 | 1 | 3 | +3 | 34 | 7 | 17 | +12 | 53 | 1 | 2 | +4 |

APPENDIX A (Continued)

| School | Administrative Staff | | | | Certified Teachers | | | | Paraprofessionals | | | | Clericals | | | | Custodial | | | | Lunchroom | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White | Black | % Black | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap |
| **DISTRICT 6: Elementary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Bashford Manor | 2 | 0 | 0 | - | 25 | 3 | 11 | +2 | 1 | 0 | 0 | - | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 4 | 0 | 0 | +1 |
| Blake | 2 | 0 | 0 | - | 26 | 6 | 19 | - | 8 | 0 | 0 | +3 | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 7 | 0 | 0 | +1 |
| Blue Lick | 1 | 1 | 50 | - | 25 | 3 | 11 | +2 | 3 | 2 | 40 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Camp Taylor | 2 | 0 | 0 | - | 26 | 5 | 16 | +1 | 5 | 3 | 37 | - | 5 | 0 | 0 | +1 | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Filson | 2 | 0 | 0 | - | 23 | 3 | 12 | +2 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 6 | 0 | 0 | +1 |
| Gilmore Lane | 2 | 0 | 0 | - | 24 | 5 | 17 | +1 | 5 | 0 | 0 | +2 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Hartstern | 2 | 0 | 0 | - | 27 | 5 | 16 | +1 | 2 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Indian Trail | 1 | 1 | 50 | - | 25 | 5 | 7 | +1 | 2 | 0 | 0 | +1 | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 4 | 1 | 20 | - |
| Laukhuf | 2 | 0 | 0 | - | 27 | 6 | 18 | - | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Lowell | 1 | 0 | 0 | - | 28 | 7 | 20 | - | 3 | 2 | 40 | - | 1 | 0 | 0 | - | 4 | 0 | 0 | +2 | 3 | 0 | 0 | +1 |
| Minors Lane | 2 | 0 | 0 | - | 26 | 6 | 19 | - | 8 | 2 | 20 | +2 | 3 | 0 | 0 | +1 | 3 | 0 | 0 | +1 | 0 | 8 | 100 | -6 |
| Okolona | 2 | 0 | 0 | - | 24 | 5 | 17 | +1 | 5 | 1 | 17 | +1 | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 7 | 0 | 0 | +1 |
| Prestonia | 2 | 0 | 0 | - | 25 | 4 | 17 | +2 | 5 | 1 | 17 | +1 | 3 | 0 | 0 | +1 | 2 | 1 | 33 | - | 4 | 0 | 0 | +1 |
| Price | 1 | 1 | 50 | - | 23 | 5 | 18 | - | 5 | 6 | 55 | -2 | 0 | 2 | 100 | - | 2 | 1 | 33 | - | 4 | 2 | 33 | -1 |
| Rangeland | 2 | 0 | 0 | - | 24 | 2 | 8 | +3 | 4 | 1 | 20 | +1 | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 7 | 1 | 12 | +1 |
| Slaughter | 2 | 0 | 0 | - | 21 | 3 | 13 | +2 | 3 | 2 | 40 | - | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 6 | 1 | 14 | - |
| Wilt | 1 | 1 | 50 | - | 20 | 7 | 26 | -2 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Totals | 29 | 4 | 12 | 0 | 419 | 80 | 16 | +15 | 65 | 20 | 24 | +10 | 36 | 2 | 5 | +3 | 38 | 14 | 27 | +4 | 90 | 13 | 13 | +6 |
| **DISTRICT 6: Jr. and Middle** | | | | | | | | | | | | | | | | | | | | | | | | |
| Bruce | 2 | 1 | 33 | - | 40 | 3 | 7 | +5 | 1 | 1 | 50 | - | 5 | 1 | 17 | +1 | 3 | 2 | 40 | +1 | 11 | 0 | 0 | +2 |
| Knight | 2 | 1 | 33 | - | 39 | 6 | 13 | +3 | 0 | 1 | 100 | - | 5 | 0 | 0 | +1 | 3 | 2 | 40 | +1 | 11 | 0 | 0 | +2 |
| Newburg | 2 | 1 | 33 | - | 40 | 7 | 15 | +2 | 0 | 0 | 0 | - | 3 | 2 | 40 | -1 | 0 | 5 | 100 | -2 | 1 | 5 | 83 | -4 |
| Totals | 6 | 3 | 33 | 0 | 119 | 16 | 12 | +10 | 1 | 2 | 67 | 0 | 13 | 3 | 19 | +1 | 6 | 9 | 60 | 0 | 23 | 5 | 18 | 0 |
| **DISTRICT 6: Secondary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Durrett | 8 | 1 | 11 | - | 86 | 10 | 10 | +2 | 4 | 0 | 0 | +1 | 9 | 0 | 0 | +1 | 8 | 3 | 27 | +2 | 17 | 0 | 0 | +2 |
| Southern | 9 | 1 | 10 | - | 110 | 10 | 8 | +4 | 7 | 1 | 12 | - | 11 | 0 | 0 | +1 | 10 | 2 | 17 | +3 | 10 | 0 | 0 | +1 |
| Thomas Jefferson | 7 | 1 | 12 | - | 67 | 12 | 15 | -3 | 3 | 0 | 0 | +1 | 6 | 0 | 0 | +1 | 7 | 6 | 46 | - | 14 | 1 | 7 | - |
| Totals | 24 | 3 | 11 | 0 | 263 | 32 | 11 | +3 | 14 | 1 | 7 | +2 | 26 | 0 | 0 | +3 | 25 | 11 | 31 | +5 | 41 | 1 | 3 | +3 |

## APPENDIX A (Continued)

| School | Administrative Staff | | | | Certified Teachers | | | | Paraprofessionals | | | | Clerical | | | | Custodial | | | | Lunchroom | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | White | Black | % Black | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap | W | B | % B | Gap |
| **DISTRICT 7: Elementary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Bates | 2 | 0 | 0 | - | 29 | 4 | 12 | +2 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 7 | 0 | 0 | +1 |
| Belknap | 2 | 0 | 0 | - | 15 | 2 | 12 | +1 | 1 | 0 | 0 | - | 2 | 0 | 0 | - | 2 | 0 | 0 | +1 | 2 | 1 | 33 | - |
| Cochran | 2 | 0 | 0 | - | 20 | 5 | 20 | - | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 6 | 0 | 0 | +1 |
| Fern Creek | 1 | 1 | 50 | - | 27 | 6 | 18 | - | 6 | 0 | 0 | +2 | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 7 | 0 | 0 | +1 |
| Goldsmith | 2 | 0 | 0 | - | 28 | 4 | 13 | +2 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | | | NA | |
| Hawthorne | 1 | 1 | 50 | - | 18 | 2 | 10 | +2 | 4 | 1 | 20 | +1 | 2 | 0 | 0 | - | 0 | 3 | 100 | -2 | 3 | 0 | 0 | +1 |
| Jeffersontown | 2 | 0 | 0 | - | 24 | 7 | 23 | -1 | 12 | 0 | 0 | +5 | 2 | 0 | 0 | - | 2 | 2 | 50 | - | 6 | 0 | 0 | +1 |
| Klondike Lane | 2 | 0 | 0 | - | 20 | 4 | 17 | +1 | 3 | 0 | 0 | +1 | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 7 | 1 | 12 | +1 |
| Luhr | 2 | 0 | 0 | - | 27 | 6 | 18 | - | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 5 | 0 | 0 | +1 |
| Smyrna | 2 | 0 | 0 | - | 30 | 3 | 9 | +3 | 0 | 0 | 0 | - | 2 | 0 | 0 | - | 3 | 0 | 0 | +1 | 6 | 0 | 0 | +1 |
| Watterson | 1 | 1 | 50 | - | 24 | 6 | 20 | - | 4 | 1 | 20 | +1 | 2 | 0 | 0 | - | 1 | 2 | 67 | -1 | 5 | 1 | 17 | - |
| Wheeler | 2 | 0 | 0 | - | 25 | 4 | 14 | +2 | 1 | 0 | 0 | - | 2 | 0 | 0 | - | 2 | 1 | 33 | - | 5 | 0 | 0 | +1 |
| Totals | 21 | 3 | 13 | 0 | 287 | 53 | 16 | +12 | 34 | 2 | 6 | +11 | 24 | 0 | 0 | 0 | 20 | 16 | 44 | -3 | 59 | 3 | 5 | +9 |
| **DISTRICT 7: Jr. and Middle** | | | | | | | | | | | | | | | | | | | | | | | | |
| Carrithers | 3 | 0 | 0 | +1 | 33 | 5 | 13 | +2 | 0 | 0 | 0 | - | 4 | 0 | 0 | +1 | 3 | 1 | 25 | +1 | 11 | 0 | 0 | +2 |
| Myers | 3 | 0 | 0 | +1 | 35 | 6 | 15 | +2 | 2 | 0 | 0 | +1 | 4 | 0 | 0 | +1 | 2 | 3 | 60 | - | 8 | 0 | 0 | +2 |
| Totals | 6 | 0 | 0 | +2 | 68 | 11 | 14 | +4 | 2 | 0 | 0 | +1 | 8 | 0 | 0 | +2 | 5 | 4 | 44 | +1 | 19 | 0 | 0 | +4 |
| **DISTRICT 7: Secondary** | | | | | | | | | | | | | | | | | | | | | | | | |
| Atherton | 5 | 1 | 17 | - | 47 | 9 | 16 | -2 | 0 | 0 | 0 | - | 6 | 0 | 0 | +1 | 5 | 1 | 17 | +2 | 3 | 4 | 57 | -3 |
| Fern Creek | 6 | 2 | 25 | -1 | 95 | 7 | 7 | +5 | 4 | 0 | 0 | +1 | 9 | 0 | 0 | +1 | 7 | 5 | 42 | - | 15 | 0 | 0 | +1 |
| Jeffersontown | 10 | 1 | 9 | - | 109 | 3 | 3 | +10 | 0 | 0 | 0 | - | 10 | 0 | 0 | +1 | 4 | 8 | 67 | -3 | 19 | 0 | 0 | +2 |
| Moore | 9 | 1 | 10 | - | 109 | 8 | 7 | +6 | 5 | 0 | 0 | +1 | 10 | 0 | 0 | +1 | 11 | 0 | 0 | +5 | 21 | 0 | 0 | +2 |
| Seneca | 8 | 1 | 11 | - | 76 | 6 | 7 | +4 | 3 | 0 | 0 | +1 | 12 | 0 | 0 | +1 | 6 | 7 | 54 | -1 | 12 | 0 | 0 | +1 |
| Totals | 38 | 6 | 14 | -1 | 436 | 33 | 7 | +23 | 12 | 0 | 0 | +3 | 47 | 0 | 0 | +5 | 33 | 21 | 39 | +3 | 70 | 4 | 5 | +3 |

COMMONWEALTH OF KENTUCKY
Julian M. Carroll, Governor

COMMISSION ON HUMAN RIGHTS
Chairman
Paul Oberst, Lexington

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Under the Kentucky Civil Rights Act of 1966, KRS 344.190 (11), the Commission has the duty "/t/o make studies appropriate to effectuate the purpose and policies of this chapter and to make the results thereof available to the public."

This report was prepared by Ray Foushee with the assistance of Douglas Hamilton, both of the Commission staff

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Printed with State Funds (April, 1976)